



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

L E A D I N G I N T E L L I G E N C E I N T E G R A T I O N

General Position Information

Job Title: 29569 - Deputy Chief - All Source Analyst - GS-15

Salary Range: \$112,021 - \$161,900 (not applicable for detailees)

Vacancy Open Period: 10/13/2017 - 10/20/2017

Position Type: Cadre, Detailee

Who May Apply: Internal ODNI Candidates, Detailees

Division: CTIIC/AIS

Duty Location: McLean, VA

Security Clearance: TS/SCI with CI Polygraph

Travel Required: 0-25% Travel

Relocation Expenses: For new ODNI employees, reimbursement for relocation is discretionary based on availability of funds.

Job Interview Travel: Candidates from outside the Washington, D.C., area may be selected for a telephone, teleconference, or in-person interview. If selected for an in-person interview, any travel or lodging will be at the applicant's personal expense.

Position Information

This is an opportunity for:

- An internal candidate to fill a GS-15 cadre position.
- A Federal Government employee to serve on a two-year reimbursable detail assignment in the ODNI. The detail assignment may be extended an additional year if all parties agree.

Who May Apply

Current GS employees at the same grade or one grade lower than the advertised position grade may apply.

Former members of the Peace Corps may be considered for ODNI employment only if five full years have elapsed since separation from the Peace Corps.

- For a cadre assignment:
 - Current ODNI permanent cadre.
- For a detailee assignment:
 - Current Federal Government employees.

Salary Determination



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

L E A D I N G I N T E L L I G E N C E I N T E G R A T I O N

- The ODNI uses a rank-in-person system in which rank is attached to the individual. A selected ODNI candidate or other Federal Government candidate will be assigned to the position at the employee's current GS grade and salary.
- A current Federal Government employee, selected for a detail, will be assigned to the position at his or her current grade and salary.

Component Mission

The Director of National Intelligence (DNI) serves as the head of the Intelligence Community (IC). The DNI also acts as the principal advisor to the President, the National Security Council and the Homeland Security Council for Intelligence matters related to the national security; and oversees and directs the implementation of the National Intelligence Program. The DNI leads intelligence integration and forges an intelligence community that delivers the most insightful intelligence possible. The Cyber Threat Intelligence Integration Center (CTIIC) builds understanding of foreign cyber threats to US national interests to inform decision-making by federal cyber centers, departments and agencies, and policymakers. CTIIC works with its partners to integrate threat intelligence and related information from the network defense, intelligence, and law enforcement communities; facilitate information-sharing; lead community analysis of cyber threat; and support interagency planning to develop whole-of-government approaches against cyber adversaries.

Major Duties and Responsibilities (MDRs)

- Summary: Work includes first-line supervision or management of teams of analysts responsible for producing a wide range of well-crafted, sophisticated and comprehensive finished intelligence products of a major geographical area or technology issues with world-wide implications in support of US foreign policy, national security objectives, and operational priorities; developing the substantive, analytic, writing, briefing, and leadership skills of subordinate employees; overseeing the development and application of a wide range of methodological tools and approaches to access and analyze all-source information; and, briefing senior internal and external customers on significant intelligence issues and finished products. ODNI's Cyber Threat Intelligence Integration Center (CTIIC) is seeking a seasoned analyst from any discipline who has strong tradecraft and interpersonal skills to help supervise and manage our Analytic Integration Section in leading and integrating IC analysis of foreign cyber threats from both government and non-state actors. Cyber is increasingly infused in all national security topics, making this position an excellent opportunity for an analyst manager with background in regional or functional relevant national security issues to gain expertise with the cyber threat mission and customer set. Experience with cyber issues is of course welcome but not a requirement. CTIIC is committed to developing our joint duty workforce through training and other opportunities, and seeks personnel who can contribute analytic talent and other related expertise to our mission.
- As with all analysis, CTIIC works to tell the most important stories to a wide range of customers, and in doing so, make the cyber story approachable in a way that allows our customers to understand the significance of the information and identify opportunities to take action in the interests of US national security.
- CTIIC provides direct support to the NSC Staff and as such provides opportunities to gain insight into the development of cyber policy. CTIIC also works across the IC and other USG agencies with interests in US critical infrastructure, providing opportunities for analysts to develop a diverse range of contacts and gain exposure to a broad range of USG activities and perspectives. The selected applicant will:
- Manage a professional staff in the planning and production of a broad range of finished intelligence products in support of United States (US) foreign policy and national security objectives and serve as an expert* within the Office of the Director of National Intelligence (ODNI).
- Manage a professional staff in the development and implementation of research strategies that result in the acquisition of key, highly complex, all-source information in support of US interests and policy objectives.
- Provide substantive guidance and leadership to staff in the identification and analysis of a broad array of source materials to ensure that the information is synthesized into sophisticated, complex finished intelligence products on sometimes controversial or difficult issues.
- Manage staff in the development and implementation of strategies to identify gaps in highly



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

L E A D I N G I N T E L L I G E N C E I N T E G R A T I O N

complex analytical information and assess source information for accuracy, validity, relevance, and timeliness. • Manage, initiate, cultivate, and maintain cooperative and productive relationships with individuals in the US Government (USG), Intelligence Community (IC), and ODNI that inform and contribute to high-quality and complex analyses of interest to the USG and serve as a subject matter expert on regional and/or functional areas or issues for the ODNI. • Plan, develop, utilize, and refine methodological tools and approaches to gain a comprehensive understanding of complex and significant analytic issues and incorporate insights and findings into well-crafted, sophisticated finished intelligence products. • Plan and prepare written and oral briefings and present them to the most senior internal and external customers on key regional or functional areas or issues; explain the most complex concepts to non-expert customers and tailor products to correspond to customer needs. • Lead a team of professional staff and assess performance, collaborate and oversee goal setting, and provide feedback on personal development.

Mandatory and Educational Requirements

- Demonstrated ability to effectively plan and manage the development of high-quality, complex analyses, studies, projects, assignments, and briefings on key US foreign policy and national security objectives focused on a specific regional area and/or functional issue for IC consumers and policymakers at the highest levels of government. • Extensive knowledge of foreign military, economic, intelligence, technical, geographic, political, cultural, and/or social aspects of a specific country, region, or transnational issue. • Demonstrated ability to apply detailed knowledge of ODNI, IC organizations, and relevant customer organizations or operations, in order to effectively translate their requirements and provide appropriate output or responses to meet customer needs. • Extensive knowledge of IC policy and procedures and demonstrated knowledge of analytic tradecraft. • Demonstrated ability to manage and promote the development and use of a broad range of methodological tools and approaches to research, analyze, and present information. • Demonstrated ability to remain open-minded, flexible, and change opinions on the basis of new information and requirements; superior ability to support group decisions and solicit opinions from coworkers. • Demonstrated ability to oversee and manage information sharing programs and promote information sharing practices across the ODNI and IC. • Demonstrated analytic and critical thinking skills, including the ability to think strategically. • Demonstrated interpersonal, organizational, and problem-solving skills, including the ability to work effectively both independently and in a team or collaborative environment and mentor junior colleagues; creative problem-solving skills and superior ability to provide leadership in carrying out mission responsibilities. • Demonstrated ability to direct taskings, assess and manage performance, collaborate on goal setting, and support personal and professional development of all levels of personnel. Experience: Generally, ten years of related work experience. Education: Bachelor's degree in subject matter area, or closely related discipline.

Desired Requirements

None.

Key Requirements and How To Apply

Internal ODNI Candidates:

A complete application package must include:

- RESUME:** Applicants are encouraged to carefully review the vacancy announcement, particularly the MDRs, and construct their resume to highlight their most significant experience and qualifications relevant to this job opportunity.
- PERFORMANCE EVALUATIONS:** Applicants are required to provide their two most recent performance evaluations. A justification is required if the applicant is unable to provide the two most recent evaluations.



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

L E A D I N G I N T E L L I G E N C E I N T E G R A T I O N

- c. **VACANCY NUMBER:** Reference the vacancy number in the subject line of the email and on each document submitted.
- d. **COVER LETTER:** Applicants must submit a cover letter as a supplement to the resume to elaborate on their qualifications and previous work performed.

WHERE TO SUBMIT: Applications should be sent to either DNI-MSD-HR-RR-Team_D_WMA@dni.ic.gov (classified email system) or Recruitment_TeamD@dni.gov (unclassified email system). Applicants submitting via JWICS are requested to submit their materials to both mcpherc@dni.ic.gov (*Candace M.*) and hoylegr@dni.ic.gov (*Greta H.*) in lieu of the group address above. All attachments should be in Microsoft Word or Adobe PDF format.

Applications submitted through the classified email system should NOT contain classified information above the TS//SI//TK//NOFORN level.

Current Federal Employees Applying for a Detail Assignment:

Applicants from federal agencies within the Intelligence Community (IC) may be considered for this position as a reimbursable detailee, if endorsed by the employing agency. Applicants must have current TS//SCI clearances with polygraph or have the ability to obtain one. The ODNI does not conduct polygraphs or provide security clearances for detailees. *Applicants from within the IC must submit an application through the classified [IC Joint Duty Program website](#).*

Applicants from federal agencies outside the IC must provide:

- a. **WRITTEN ENDORSEMENT** from the employing agency concurring with the detail.
- b. **RESUME:** Applicants are encouraged to carefully review the vacancy announcement, particularly the MDRs, and construct their resume to highlight their most significant experience and qualifications relevant to this job opportunity.
- c. **PERFORMANCE EVALUATIONS:** Applicants are required to provide their two most recent performance evaluations. A justification is required if the applicant is unable to provide the two most recent evaluations.
- d. **VACANCY NUMBER:** Reference the vacancy number in the subject line of the email and on each document submitted.
- e. **CURRENT SF-50:** Federal Government employees must provide an SF-50, "Notification of Personnel Action" to verify current federal status, position, title, grade, and organization of record.
- f. **COVER LETTER:** Applicants must submit a cover letter as a supplement to the resume to elaborate on their qualifications and previous work performed.

WHERE TO SUBMIT: Applications should be sent to either DNI-MSD-HR-RR-Team_D_WMA@dni.ic.gov (classified email system) or Recruitment_TeamD@dni.gov (unclassified email system). Applicants submitting via JWICS are requested to submit their materials to both mcpherc@dni.ic.gov (*Candace M.*) and hoylegr@dni.ic.gov (*Greta H.*) in lieu of the group address above. All attachments should be in Microsoft Word or Adobe PDF format.

Applications submitted through the classified email system should NOT contain classified information above the TS//SI//TK//NOFORN level.

All Applicants:

APPLICATION PACKAGES MUST CONTAIN ALL ITEMS LISTED ABOVE. AN INCOMPLETE APPLICATION PACKAGE WILL BE INELIGIBLE FOR CONSIDERATION.



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

L E A D I N G I N T E L L I G E N C E I N T E G R A T I O N

Your application **MUST** be received by midnight on the closing date of this announcement. Applications received after the closing date will **NOT** be eligible for consideration.

To verify receipt of your application package **ONLY**, you may call 703-275-3663.

What To Expect Next

The most highly qualified candidates will be referred to the hiring manager for further consideration and possible interview. We expect to make a selection within 30 days of the closing date of this announcement. Due to the large number of applications received, applicants will be contacted **ONLY** if they have been selected for an interview.

Agency Contact Information

ODNI Recruitment; Phone: 703-275-3663; Email: Recruitment_TeamD@dni.gov

Other Information

The ODNI is an equal opportunity employer and abides by applicable employment laws and regulations.

REASONABLE ACCOMMODATIONS FOR PERSONS WITH DISABILITIES: The ODNI provides reasonable accommodations to otherwise qualified applicants with disabilities. IF YOU NEED A REASONABLE ACCOMMODATION for any part of the application and hiring process, please notify the Intelligence Community Equal Employment Opportunity and Diversity Office Representative by classified email at DNI-EEOD-RA-ACF@exchange.cia.ic.gov, by unclassified email at DNI-EEOD@dni.gov, by telephone at 301-243-0704 or by FAX at 301-243-1200. Your request for reasonable accommodation will be addressed on a case-by-case basis. **PLEASE DO NOT SUBMIT YOUR APPLICATION TO THE EEOD EMAIL ADDRESS. THIS EMAIL IS FOR REASONABLE ACCOMMODATION REQUESTS ONLY. PLEASE SUBMIT YOUR APPLICATION VIA THE EMAIL ADDRESS PROVIDED IN THE 'HOW TO APPLY' SECTION ABOVE.**